# 12 GOOD PRACTICES USING OPEN BADGES

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# WELCOMING NEW MEMBERS TO YOUR ORGANISATION

## ITALY

Uniser, being a cooperative, welcomes new members on its board every year. To do so, each person who wants to become a member has to follow a path composed of several steps.

## BADGE SYSTEM OBJECTIVES

- To make the welcoming process more user-friendly and fun;
- To help future members to understand the steps to follow.

## WHY IS IT A GOOD PRACTICE?

- It allows Uniser's stakeholders to get to know the future member better through the sharing of a personal passion that a person links to the cooperative;
- The badges are validated by the mentor who helps the member;
- The process has been proven to be efficient.

## HOW CAN OTHERS BENEFIT?

- It is simple to adapt to different organisations.

**WANT TO FIND MORE? CONTACT: <u>UNISER</u>**

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EUROPEAN
YOUTH EXCHANGER

TONGUE TWISTER
TONGUE TWISTER

CULTURE CURIOUS
CULTURE CURIOUS

EVS STARTUP IDEAS

Reflective Learner

REPORTER

PRO ACTIVE

ACTIVITY LEADER
ACTIVITY LEADER
ACTIVITY LEADER

# OPEN BADGES IN YOUTH EXCHANGES

## LITHUANIA

Youth exchanges allow groups of young people from different countries to meet, live together and work on shared projects for short periods. On a youth exchange, you can expect to participate in activities such as workshops, exercises, debates, role-plays, outdoor activities and more. How to make this learning process fun and tangible?

## BADGE SYSTEM OBJECTIVES

- To motivate learning, support reflection and collection of evidence throughout the international youth exchange;
- To link with the activities and key competences of lifelong learning.

## WHY IS IT A GOOD PRACTICE?

- Badges are directly linked with the activities usually happening in the youth exchange;
- The system was promoted and described on several publications and articles and became discoverable.

## HOW CAN OTHERS BENEFIT?

- Anyone can import the badge system and adapt to own youth exchange;
- People can get presentation and materials to support the use of the badge system;
- The logic of the system can be adapted to other mobility projects;
- Read more at European Badge Alliance project website;
- Read an article about Youth Exchangers badge system at the Educational Tools Portal.

**WANT TO FIND MORE? CONTACT: LITHUANIAN ASSOCIATION OF NON-FORMAL EDUCATION**

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DIALOGUE
CONSTRUCTOR

INTERCULTURAL
SENSITIVITY

DEVELOPED
LEARNER

NATIVE
SPEAKER

LEADERSHIP
ACT

ENVIRONMENTAL
FRIENDLY

PARTICIPANT
16
CHARTERED

DEMOCRATIC
PARTICIPATION

DEMOCRATIC
PARTICIPATION

CULTURE
JUNKIE

THE
1
DICTIONARY

PRO-LEARNER

NUMERATE
CONSCIOUS

SMALL
TALK

ONLINE
LEARNING

SPECIAL SET
OF SKILLS
NAME OF
ACTIVITY
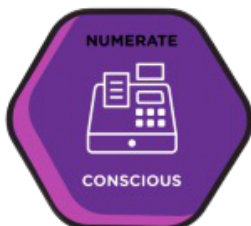
# BADGES FOR INTERNATIONAL TRAINING ACTIVITIES

## INTERNATIONAL

Youth for Exchange and Understanding (YEU) has an ongoing practice to use an online badge system to validate and recognize learning through self-assessment of skills and achievements. Being the international youth network with 33 member organizations in 27 countries around Europe and North Africa, where each of member organization has a different focus, area of expertise and approach when it comes to implementation of short and long term mobilities, YEU created different badge systems for its members.

### BADGE SYSTEM OBJECTIVES

- To create a structure;
- To provide a flexibility when it comes to recognition of skills and knowledge gained.

### WHY IS IT A GOOD PRACTICE?

- The ability to adjust and create a particular badge system for different events (mobilities) and target skills and competences which in cooperation with trainers/facilitators can be achieved together with participants;
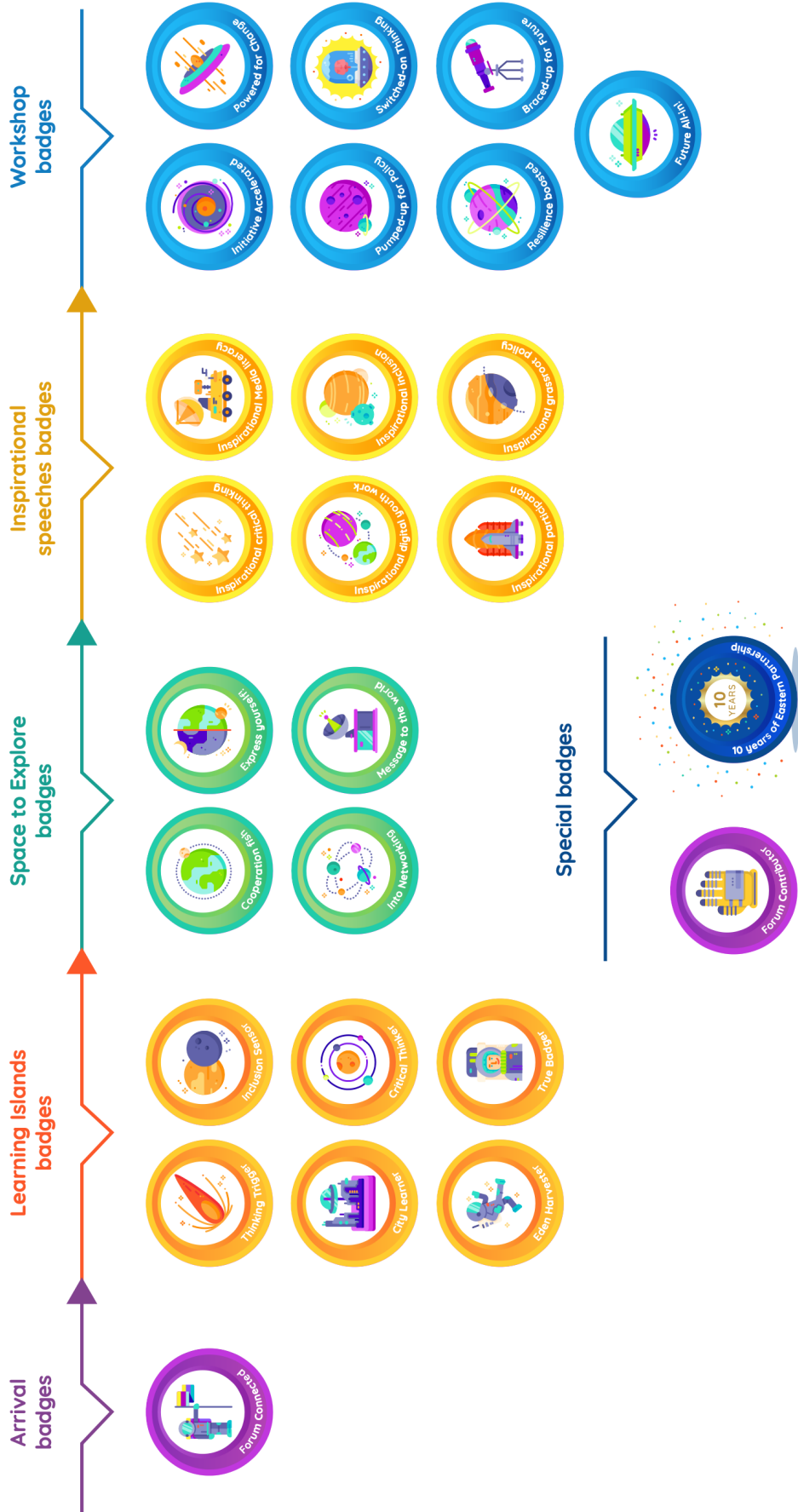- It gives a tool for the recognition of skills.

### HOW CAN OTHERS BENEFIT?

- It shows the way how to adapt similar structure to your organisation.

WANT TO FIND MORE? CONTACT: **YEU INTERNATIONAL**

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**Workshop badges**

- Powered for Change
- Switched-on Thinking
- Braced-up for Future
- Future All-in!
- Initiative Accelerated
- Pumped-up for Policy
- Resilience boosted

**Inspirational speeches badges**

- Inspirational Media digital literacy
- Inspirational social inclusion
- Inspirational grassroot policy
- Inspirational critical thinking
- Inspirational digital youth work
- Inspirational participation

**Space to Explore badges**

- Express yourself!
- Message to the World
- Cooperation first!
- Into Networking

**Learning Islands badges**

- Inclusion Sensation
- Critical Thinker
- True Badger
- Thinking Trigger
- City Learner
- Eden Harvester

**Arrival badges**

- Forum Connected

**Special badges**

- 10 YEARS — 10 Years of Eastern Partnership
- Forum Contributor

# THE 4TH EASTERN PARTNERSHIP YOUTH FORUM

## LITHUANIA

2019 marked the 10th anniversary of cooperation between the European Union and the Eastern Partnership countries. Eastern Partnership Youth Forum was the fourth conference dedicated to issues which matter young people, organised in the margins of the Eastern Partnership Summit. The event gathered around 250 participants: young people, organizations and institutions working with youth, delegates from "Erasmus+" programme countries, experts of European Union and other international representatives.

## BADGE SYSTEM OBJECTIVES

- To recognise participation and learning during the event;
- To motivate curiosity and engagement in diverse activities during the event;
- To provide possibility collecting evidence (photos, reflections) as a result of participation in the event;
- To explore how a digital tool (like Open Badges) can be used to recognise achievements at the international event.

## WHY IS IT A GOOD PRACTICE?

- It gives recognition for learning and participation in a massive event;
- It allows to signpost learning opportunities during the event;
- It gives a free choice of activities and each learning achievement has a badge to be earned;
- It is effective communication of achievements through design and visuals.

## HOW CAN OTHERS BENEFIT?

- To re-use ideas of badges and tasks to accomplish during a massive event;
- To use badges for providing recognition to one's event participants;
- To mainstream learning in a massive event;
- To add some design thinking and fun aspects to a serious educational and political event.

WANT TO FIND MORE? CONTACT: **AGENCY OF INTERNATIONAL YOUTH COOPERATION**

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| | | |
|---|---|---|
| **Bendravimas gimtąja kalba** | **Bendravimas užsienio kalbomis** | **Mokymasis mokytis** |
| **Skaitmeninis raštingumas** | **#atrasksave** ŽENKLIUKŲ BIBLIOTEKA | **Gebėjimai mokslo ir technologijų srityse** |
| **Kultūrinis sąmoningumas ir raiška** | **Socialiniai ir pilietiniai gebėjimai** | **Iniciatyva ir verslumas** |

# NATIONAL YOUTH VOLUNTEERING SERVICE

## LITHUANIA

National youth volunteering service is implemented by the Department of Youth Affairs under the Ministry of Social Security and Labour. It is an intensive 6-month volunteering program for youth aged 14 to 29. Young people volunteer at least 40 hours a month at a selected accredited host organization and receive an approved document attesting to the skills acquired or reinforced during their service. For the development of certificates, the mentors working in the program use Open Badges as a tool for reflection and capturing gained competencies.

## BADGE SYSTEM OBJECTIVES

- To recognise competences and skills gained during volunteering period;
- To link 8 key competences for lifelong learning;
- To motivate service users.

## WHY IS IT A GOOD PRACTICE?

- The idea came from the service coordinators – it allows to keep the idea sustainable;
- Department of Youth Affairs reached a deal to get the recognition for volunteering – extra admission points to universities.
- It involves mentors and key stakeholders in the system design;
- It solves a problem of paper-based self-assessment with tasks non-relevant for volunteering context.

## HOW CAN OTHERS BENEFIT?

- It can be used for recognizing volunteering elsewhere;
- Impact research showed missing parts – lessons can be used by others too.

WANT TO FIND MORE? CONTACT: DEPARTMENT OF YOUTH AFFAIRS

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# BADGES FOR GETTING EMPLOYMENT

## SPAIN

A system of recognition of competences acquired by volunteers while doing European Voluntary Service (EVS) was developed within the framework of the Trusted Badge System. The project consisted of a series of workshops aimed at the development and recognition of competences for further employment, supported with the system of badges created for these workshops.

## BADGE SYSTEM OBJECTIVES

- To motivate learning for employment;
- To promote additional tool for the recognition among local stakeholders.

## WHY IS IT A GOOD PRACTICE?

- Local employees were informed about the badge system. Due to this, awareness and recognition were increased;
- It is a good tool to motivate local youth to get employment and create a CV.

## HOW CAN OTHERS BENEFIT?

- It can be used for recognizing volunteering elsewhere;
- It helps to develop soft skills and motivation for the labour market.

WANT TO FIND MORE? CONTACT: **CAZALLA INTERCULTURAL**

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Level: Implementation of digital
solutions in an NGO

Level: Development of digital
solutions in an NGO

**Sosiaalinen media (toteuttaja)**

Merkin saaja on sosiaalisen median sovellusten käyttäjä
yhdistyksessä tai järjestössä.

Hae merkkiä täältä.

**Sosiaalinen media (kehittäjä)**

Merkin saaja on sosiaalisen median käytön kehittäjä yhdistyksessä tai
järjestössä.

Hae merkkiä täältä.

**Digitaalisuus (toteuttaja)**

Merkin saaja on digitaalisten välineiden ja palveluiden käyttäjä
yhdistyksessä tai järjestössä.

Hae merkkiä täältä.

**Digitaalisuus (kehittäjä)**

Merkin saaja on digitaalisten välineiden ja palvelujen käytön kehittäjä
yhdistyksessä tai järjestössä.

Hae merkkiä täältä.

**Verkkopedagogiikka (toteuttaja)**

Merkin saaja on verkkopedagogisten ratkaisujen käyttäjä
yhdistyksessä tai järjestössä.

Hae merkkiä täältä.

**Verkkopedagogiikka (kehittäjä)**

Merkin saaja on verkkopedagogisten ratkaisujen kehittäjä
yhdistyksessä tai järjestössä.

Hae merkkiä täältä.

**Digiosaaja (kokonaisosaamismerkki)**

Merkin saaja osaa käyttää sosiaalista mediaa, digitaalisuutta ja
verkkopedagogiikkaa.

Merkin saa keräämällä osaamispolun kaikki toteuttajatason merkit.

**Digikehittäjä (kokonaisosaamismerkki)**

Merkin saaja osaa kehittää sosiaalista mediaa, digitaalisuutta ja
verkkopedagogiikkaa.

Merkin saa keräämällä osaamispolun kaikki kehittäjätason merkit.

# MAKING LEARNING PATHS VISIBLE WITH MULTI-LAYERED OPEN BADGES RECOGNIZING COMPETENCIES ATTAINED IN THE NGO FIELD

## FINLAND

Putting the informal and non-formal competencies attained in the NGO field into words enables the individual and his / her organisation or community to come to an understanding of the skills and competences attained in NGO activities and how these competencies can be used in other fields of life.

## BADGE SYSTEM OBJECTIVES

- To recognize competencies concerning digital skills, good governance and education.

## WHY IS IT A GOOD PRACTICE?

- Learning paths can consist of different subjects on the same level of complexity or of parts that shows the deepening of knowledge and skills in one subject;

- The use of multi-layered badges makes it easier for the individual and the NGO to visualise a learning path leading towards further development of personal skills and competencies and the NGO's key competencies;

- The skills and competence attained can be recognised and validated at different educational levels, in working life and in other NGOs;

- It empowers the individual and recognizes the role of NGOs as important learning environments and strengthens their role in society.

## HOW CAN OTHERS BENEFIT?

- Any NGO that wants to recognize digital skills, skills in good governance or educational skills and competencies attained in their activities can use the badge family;

- Start using these badges by contacting Specialist Lotta Pakanen (lotta.pakanen@sivis.fi) at the Sivis Study Centre.

**WANT TO FIND MORE? CONTACT:  SIVIS STUDY CENTRE**

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NO POVERTY

ZERO HUNGER

GOOD HEALTH AND WELL-BEING

QUALITY EDUCATION

GENDER EQUALITY

CLEAN WATER AND SANITATION

AFFORDABLE AND CLEAN ENERGY

DECENT WORK AND ECONOMIC GROWTH

INDUSTRY, INNOVATION AND INFRASTRUCTURE

REDUCED INEQUALITIES

SUSTAINABLE CITIES AND COMMUNITIES

RESPONSIBLE CONSUMPTION AND PRODUCTION

CLIMATE ACTION

LIFE BELOW WATER

LIFE ON LAND

PEACE, JUSTICE AND STRONG INSTITUTIONS

PARTNERSHIPS FOR THE GOALS

GLOBAL CITIZEN ON BOARD

GLOBAL CITIZEN UNLOCKED

GLOBAL CITIZEN NEXT LEVEL

GLOBAL CITIZEN ACHIEVED

MENTORING CHANGE

# ACHIEVEMENT PROGRAMME FOR GLOBAL CITIZENSHIP EDUCATION

## LITHUANIA

Global Citizenship Education (GCED) aims to empower learners of all ages to assume active roles, both locally and globally, in building more peaceful, tolerant, inclusive and secure societies. GCED is based on the three domains of learning: cognitive, socio-emotional and behavioural.

## BADGE SYSTEM OBJECTIVES

- To develop students' and teachers' global citizenship, awareness and abilities to tackle global issues;
- To promote intercultural competences and environmental awareness;
- To appreciate and recognise the achievements of students and teachers active in UNESCO ASPnetschools.

## WHY IS IT A GOOD PRACTICE?

- Badge system design included a detailed analysis of what UNESCO ASPnetschools do and involved students and teachers in the design process;
- Badge system was first piloted in 3 schools, evaluated using an online survey and focus groups and then improved to scale in other schools of the network;
- Open Badges are aligned to SDG goals which are global and rather well known and regarded. The badge design uses colours and symbols from the official SDG goals;
- Tasks follow the UNESCO recommended model of education: research the issue, plan actions, implement change, reflect and disseminate results;
- Cooperation with an institutional partner – Lithuanian National Commission for UNESCO;
- In the 2nd year, the programme reached agreements with several endorsers;
- Students well perceived and appreciated Open Badges.

## HOW CAN OTHERS BENEFIT?

- Any organisation doing global education aligned to the SDG goals can easily adapt and use this system;
- Professional design of badges and supporting communication material is available;
- The report from piloting badges in UNESCO ASPnetschools is available as a reference for learning from this experience;
- The system embeds a self-directed learning approach.

**WANT TO FIND MORE? CONTACT: LITHUANIAN ASSOCIATION OF NON-FORMAL EDUCATION**

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## Governance Basics

The earner of the badge can:
- describe the regulatory context for non-profit sector activity
- explain the role the governing body performs within an organisation
- describe the core competencies of a governing body

## Finance Basics

The earner of the badge can:
- explain how financial management structures operate in a nonproftit sector organisation
- describe basic procedures for managing income and expenditure identify fundamental principles of financial reporting
- describe the elements of basic financial reporting

## Communication Basics

The earner of the badge can:
- identify the principles of effective communications in a nonprofit organisation
- describe a nonprofit organisation's target audiences
- describe the role of key messaging in a communications plan

## Risk Management Basics

The earner of the badge can:
- describe the principles of effective risk management
- outline the elements of a basic risk management process
- use a basic risk management process

## Fundraising Basics

The earner of the badge can:
- describe the fundamental characteristics of various sources of funding
- describe the regulatory context for fundraising
- explain the role of organisational purpose in fundraising
- identify organisational fundraising capacity

## 5COPE

The earner of the badge can:
- describe the regulatory context for nonprofit sector activities
- explain the role and core competencies of a governing body
- explain the meaning of organisational vision and mission
- identify organisational fundraising capacity and various sources for funding
- explain what proper financial management in a non-profit organisation means in practice
- use a basic risk management process
- identify the principles of effective communications in a nonprofit organisation

# THE BENEFITS OF COMPETENCE-BASED BADGE CRITERIA

## FINLAND

The multilingual open badges developed in the **SCOPE** (Skills Recognition, Capacity Building and Professional Education for the Third Sector) project, recognise skills and knowledge at a basic level attained during an on-line course on governance, communication, risk management, finances and fundraising. Another example of competence-based badges are the badges recognizing the skills and competencies attained in **NGO trustee positions and voluntary tasks**. The badges cover the following: Chairman, Treasurer, Secretary, Communications officer, Event organizer and Peer supporter.

## BADGE SYSTEM OBJECTIVES

- To describe the competences, skills and knowledge attained in NGO activities with competence-based wording.

## WHY IS IT A GOOD PRACTICE?

- By using **competence-based criteria** it is possible to indicate at what level the skill or competence is.

- The use of competence-based wording in the badge criteria encourages the NGOs to pay attention to the quality of their activities, key competencies of the organisation and to the importance of having clear task descriptions.

## HOW CAN OTHERS BENEFIT?

- Organisations interested in this multilingual badge family recognizing knowledge and skills attained during a course can contact Specialist Kirsi Ahonen (**kirsi.ahonen@sivis.fi**) or Specialist Annika Tahvanainen-Jaatinen (**annika.tahvanainen-jaatinen@ok-sivis.fi**) at the Sivis Study Centre. It is not possible to start using these SCOPE badges directly as they are connected to a certain online course.

- If you are interested in the badges recognizing the skills and competencies attained in NGO trustee positions or voluntary tasks, please contact Specialist Lotta Pakanen (**lotta.pakanen@sivis.fi**) at the Sivis Study Centre.

**WANT TO FIND MORE? CONTACT:  SIVIS STUDY CENTRE**

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## Organisointitaidot

Organisointitaidot-merkin haltija osaa hallita kokonaisuuksia. Organisointitaidot edellyttävät kykyä työskennellä itsenäisesti ja suunnitella oma työajankäyttö niin, että tavoite tulee saavutetuksi määräajassa.

## Yhteistyötaito

Yhteistyötaito-merkin haltija osaa toimia ryhmässä. Hän myös ymmärtää, että yhteistyön kautta on mahdollista saada aikaan enemmän kuin yksin.

## Itsenäinen työskentely

Itsenäinen työskentely -merkin haltija osaa työskennellä itsenäisesti. Hän osaa suunnitella ja aikatauluttaa omaa toimintaansa.

## Oppimiskyky

Oppimiskyky-merkin haltija haluaa oppia uutta ja kehittää omia taitojaan. Hän miettii mahdollisuuksia ja tilanteita, joissa hän voi kehittää taitojaan ja tunnistaa millaisia haasteita ja motivaatioita hänellä on uuden oppimisessa.

## Luovuus

Merkin haltijalla on taito tuottaa uusia ideoita. Hän osaa keksiä ratkaisuja olemassa oleviin ongelmiin ja kehittää olemassa olevaa.

## Digiosaaminen

Digiosaaminen-merkin haltija osaa hyödyntää eri digitaalisia sovelluksia, järjestelmiä ja laitteita.

## Viestintäosaaminen

Viestintäosaaminen-merkin haltija osaa luoda, muokata ja jakaa digitaalista tai muuta kirjallista tietoa eri kanavissa.

## Monikulttuurisuustaito

Monikulttuurisuustaito-merkin haltija on osaa toimia erilaisissa kulttuurisissa toimintaympäristöissä ja eri kulttuureista tulevien henkilöiden kanssa. Hän ymmärtää, että henkilöillä voi olla kulttuuriin liittyviä erilaisia tapoja toimia. Merkin saaja on osoittanut osaavansa sovittaa erilaisia toimintatapoja yhteen.

# RECOGNITION OF CROSS-CUTTING GENERAL SKILLS AND ALIGNMENT TO THE ESCO

## FINLAND

ESCO is the European multilingual classification of Skills, Competences, Qualifications and Occupations. It systematically demonstrates the relationships between these different concepts. ESCO forms part of the Europe 2020 strategy.

## BADGE SYSTEM OBJECTIVES

- To fill narrow gaps concerning, i.e. competencies that qualifications nor working life produce;

- To cover the following skills and competencies: independent working, creativity communication, teamworking, digital, organisational, learning and multicultural skills.

## WHY IS IT A GOOD PRACTICE?

- The ESCO alignment enables comparison of competencies to qualifications and the vocational competence requirements at national and European level;

- The ESCO alignment gives access to national systems for qualifications and working life competencies;

- It connects skills attained and needed in different areas of life.
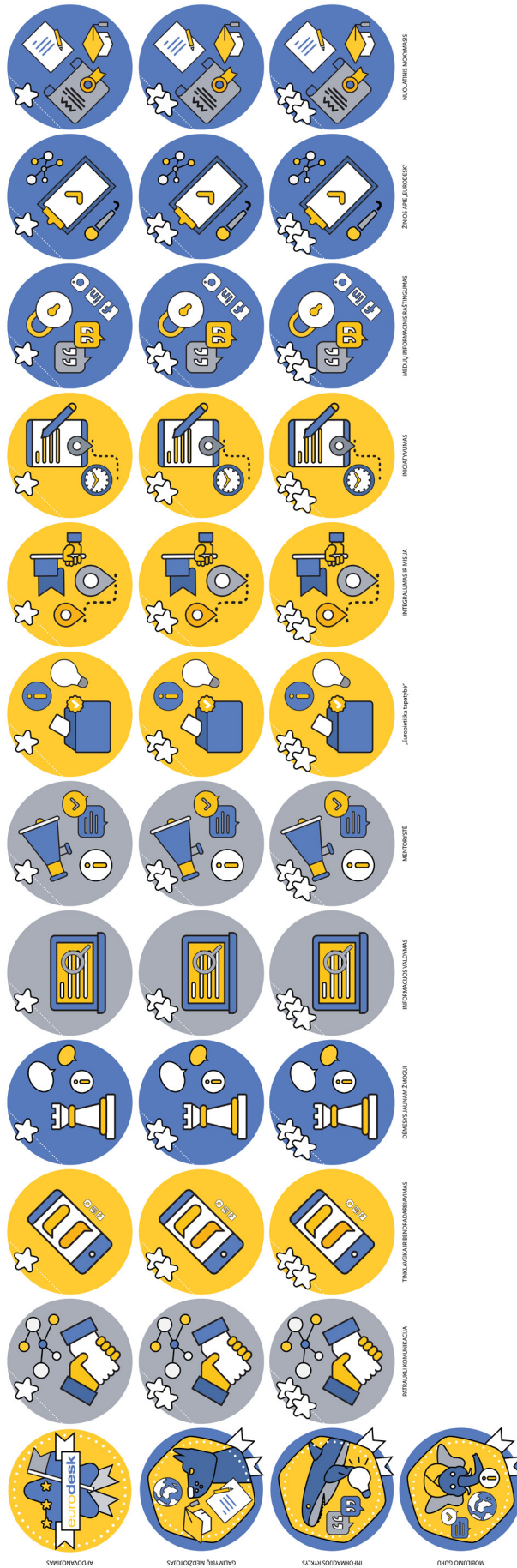
## HOW CAN OTHERS BENEFIT?

- All badge issuing organisations can benefit from issuing cross-cutting general skills badges that can easily be recognised and used in all areas of life;

- Any organisation interested in aligning their badges to ESCO or in exploring the possibility to use badges recognising cross-cutting general skills, please contact Specialist Lotta Pakanen (lotta.pakanen@sivis.fi) at the Sivis Study Centre.

WANT TO FIND MORE? CONTACT: SIVIS STUDY CENTRE

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NUOLATINIS MOKYMASIS

ŽINIOS APIE EURODESK*

MEDIJŲ INFORMACINIS RAŠTINGUMAS

INICIATYVUMAS

INTEGRALUMAS IR MISIJA

„Europietiška tapatybė"

MENTORYSTĖ

INFORMACIJOS VALDYMAS

DĖMESYS JAUNAM ŽMOGUI

TINKLAVEIKA IR BENDRADARBIAVIMAS

PATRAUKLI KOMUNIKACIJA

APDOVANOJIMAS

GALINTIEJI MEDŽIOTOJAS

INFORMACIJOS IŠVALES

MOBILUMO GURU

# BADGES FOR COMPETENCE FRAMEWORK OF EURODESK MOBILITY ADVISORS

## LITHUANIA

Eurodesk network has adopted a  **"Competence Framework of Eurodesk Mobility Advisors"** that provides a common framework about the key competences involved in such a role. The current framework contains 12 competencies, grouped into 3 competences area. Each competence contains a short definition and a list of behavioural indicators. Eurodesk Lithuania adopted this framework for young volunteers who act as mobility ambassadors in Lithuania.

## BADGE SYSTEM OBJECTIVES

- To adapt the framework for young volunteers in a youth-friendly way;

- To reinforce the clarity of the role, and the recognition and the identity of Eurodesk Lithuania volunteers;

- To motivate young people for an active long-term volunteering.

## WHY IS IT A GOOD PRACTICE?

- For the national coordinator of Eurodesk Lithuania, it helps to organise a sustainable and systematic work among young volunteers;

- It supports the training and development plan and the overall quality of young volunteers network while giving greater visibility and recognition to the work of Eurodesk Lithuania.

## HOW CAN OTHERS BENEFIT?

- It shows the way how to adapt formal methodologies or tools in a youth-friendly way.

**WANT TO FIND MORE? CONTACT:  EURODESK LITHUANIA**

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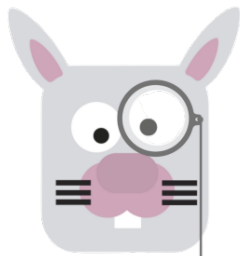
**LEARNER**

**OLYMPIAN**
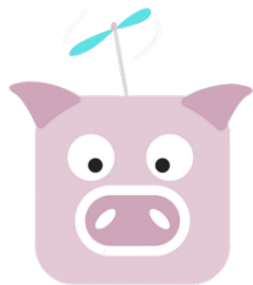
**MASTER COOK**

**Me, MYSELF & I**

**OBSERVER**

**CHILL & HEAL**

**ACTIVE CITIZEN**

**CORONAVIRUS**

# ONE WEEK AGAINST CORONAVIRUS

## INTERNATIONAL

Youth for Exchange and Understanding (YEU) has an ongoing practice to use an online badge system to validate and recognize learning through self-assessment of skills and achievements. YEU developed a specific set of badges that can help member organizations and their volunteers/staff members to go through an entire week in a more meaningful and constructive way during Coronavirus isolation. Each badge correspondents to a day in a week and its consisted of 3 different tasks to be fulfilled in order for the badge to be claimed.

## BADGE SYSTEM OBJECTIVES

- To act as a team-building activity while in isolation/social distancing;
- To maintain mental and physical hygiene and be a valuable player in offline/online local communities.

## WHY IS IT A GOOD PRACTICE?

- It helps to build the competences of trainers and follow their development;
- It has also shown as a more adjusted method through which trainers can follow learning process and needs of participants and if needed to be adjusted during mobility activities.

## HOW CAN OTHERS BENEFIT?

- The most important benefit is the complete flexibility of the system to adapt to your needs no matter being educational or leisure ones;
- It is highly adjustable not only as a support when it comes to educational activities and learning processes but also as a team-building activity e.g. treasure hunt where each participant/group needs to upload a photo/video of task completed and obtain a badge out of many in exercise.

**WANT TO FIND MORE? CONTACT: YEU INTERNATIONAL**

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